

April 4, 2011

William Clark  
President  
Association of Legal Professionals  
c/o City Attorney's Office  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Negotiation Meeting on April 5 and April 14**

Dear Mr. Clark:

As you may know, we are scheduled to meet on Tuesday, April 5, 2011. During our last negotiation meeting on Wednesday, March 30, 2011, ALP indicated that a brainstorming session would be beneficial, and the City indicated that the assistance of a mediator may be helpful in the context of brainstorming. Pursuant to that discussion, the City has contacted the State Mediation and Conciliation Service and procured the assistance of a mediator for our April 14<sup>th</sup> meeting. Unfortunately, the mediator was not available on April 5<sup>th</sup>.

Additionally, it is our understanding that, due to the March 31<sup>st</sup> holiday, ALP's negotiation team would not have an opportunity to meet with its membership prior to April 5<sup>th</sup> to obtain authority to provide the City with a counter offer to our March 30<sup>th</sup> proposal. Unless ALP is able to provide a counterproposal on Tuesday April 5<sup>th</sup>, we believe it would be best for both sides to instead prepare to meet on April 14<sup>th</sup>.

Unless we hear back from ALP otherwise, we will assume that ALP is amenable to cancelling the April 5 meeting and beginning mediation on April 14<sup>th</sup>. We look forward to meeting with you in mediation on April 14<sup>th</sup> and we are hopeful that we can work together to reach an agreement that meets both the needs of the City and the employees represented by ALP. In the (hopefully unlikely) event that mediation does not resolve this matter, this mediation will satisfy any mediation process under the City's impasse procedure.<sup>1</sup>

Please let me know if you have any questions.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: Vera Todorov, ALP Vice President  
Brian Doyle, ALP Negotiation Team Member  
Michael Dodson, ALP Negotiation Team Member  
Charles Sakai, City Negotiation Team Member  
Marco Mercado, City Negotiation Team Member

<sup>1</sup> We do not believe that either of us would argue that back to back mediations over the same issues would be of any benefit.